



# 2014

## Federal Employee Viewpoint Survey Results

Employees Influencing Change

Region 1 Total

1st Level Trend Report

United States Office of  
Personnel Management

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Response Summary

	Surveys Completed
2014 Governmentwide	392,752
2014 Environmental Protection Agency	3,863
<b>2014 Region 1 Total</b>	<b>135</b>
2013 Region 1 Total	139
2012 Region 1 Total	304
2011 Region 1 Total	286
2010 Region 1 Total	252

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2014 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2013 to 2014.

*Note:* The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,977	59.1%	17.4%	23.5%	
2014 Environmental Protection Agency	3,856	58.8%	17.3%	23.9%	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>55.9%</b>	<b>14.0%</b>	<b>30.1%</b>	<b>→</b>
2013 Region 1 Total	139	59.6%	13.4%	27.0%	→
2012 Region 1 Total	304	59.1%	23.3%	17.6%	↘
2011 Region 1 Total	284	64.2%	17.1%	18.7%	→
2010 Region 1 Total	252	62.5%	19.2%	18.3%	

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	388,077	69.2%	15.2%	15.6%	
2014 Environmental Protection Agency	3,820	67.4%	15.7%	16.9%	
<b>2014 Region 1 Total</b>	<b>133</b>	<b>69.2%</b>	<b>15.2%</b>	<b>15.6%</b>	<b>→</b>
2013 Region 1 Total	138	72.2%	13.9%	14.0%	↘
2012 Region 1 Total	302	79.4%	9.6%	11.0%	→
2011 Region 1 Total	285	78.9%	11.9%	9.2%	→
2010 Region 1 Total	252	75.3%	13.7%	10.9%	

### 3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	385,690	55.2%	19.0%	25.8%	
2014 Environmental Protection Agency	3,795	58.5%	17.6%	23.9%	
<b>2014 Region 1 Total</b>	<b>133</b>	<b>63.9%</b>	<b>18.7%</b>	<b>17.4%</b>	<b>→</b>
2013 Region 1 Total	136	65.1%	17.6%	17.3%	→
2012 Region 1 Total	298	64.5%	19.4%	16.1%	→
2011 Region 1 Total	284	68.3%	13.2%	18.5%	→
2010 Region 1 Total	251	65.2%	17.7%	17.1%	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Work Experience (continued)

##### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,314	69.6%	15.0%	15.4%	
2014 Environmental Protection Agency	3,837	70.1%	14.2%	15.7%	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>73.7%</b>	<b>14.2%</b>	<b>12.0%</b>	<b>→</b>
2013 Region 1 Total	138	76.6%	11.0%	12.4%	→
2012 Region 1 Total	304	80.7%	12.5%	6.8%	→
2011 Region 1 Total	284	83.3%	10.1%	6.6%	↗
2010 Region 1 Total	251	77.6%	14.9%	7.5%	

##### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	384,679	82.2%	11.3%	6.5%	
2014 Environmental Protection Agency	3,784	79.7%	12.7%	7.6%	
<b>2014 Region 1 Total</b>	<b>133</b>	<b>86.1%</b>	<b>11.2%</b>	<b>2.7%</b>	<b>→</b>
2013 Region 1 Total	133	87.8%	7.5%	4.7%	→
2012 Region 1 Total	302	89.0%	8.9%	2.1%	→
2011 Region 1 Total	280	90.3%	7.5%	2.2%	↗
2010 Region 1 Total	251	87.3%	8.5%	4.2%	

##### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	387,941	78.8%	11.5%	9.7%	
2014 Environmental Protection Agency	3,811	76.1%	13.6%	10.3%	
<b>2014 Region 1 Total</b>	<b>134</b>	<b>81.5%</b>	<b>12.6%</b>	<b>5.9%</b>	<b>→</b>
2013 Region 1 Total	139	80.7%	9.8%	9.5%	↘
2012 Region 1 Total	299	87.9%	6.7%	5.3%	→
2011 Region 1 Total	284	86.6%	6.4%	7.0%	→
2010 Region 1 Total	251	82.8%	10.0%	7.2%	

# Environmental Protection Agency

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### 1st Level Trend Report

#### My Work Experience (continued)

##### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,516	95.6%	2.8%	1.6%	
2014 Environmental Protection Agency	3,833	95.9%	2.5%	1.5%	
<b>2014 Region 1 Total</b>	<b>134</b>	<b>98.7%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>→</b>
2013 Region 1 Total	139	98.2%	1.4%	0.4%	→
2012 Region 1 Total	304	98.9%	0.8%	0.4%	→
2011 Region 1 Total	284	99.6%	0.0%	0.4%	→
2010 Region 1 Total	252	98.7%	0.5%	0.8%	

##### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,789	90.2%	7.9%	1.9%	
2014 Environmental Protection Agency	3,846	88.0%	10.1%	1.9%	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>89.7%</b>	<b>8.1%</b>	<b>2.2%</b>	<b>→</b>
2013 Region 1 Total	139	93.8%	5.1%	1.1%	↗
2012 Region 1 Total	302	88.6%	9.9%	1.4%	→
2011 Region 1 Total	286	91.2%	7.6%	1.2%	→
2010 Region 1 Total	252	89.8%	8.1%	2.0%	

##### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	390,739	44.8%	16.5%	38.7%	935	
2014 Environmental Protection Agency	3,845	33.9%	16.6%	49.5%	8	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>34.7%</b>	<b>15.0%</b>	<b>50.2%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	139	36.5%	15.4%	48.2%	0	↘
2012 Region 1 Total	304	47.6%	15.2%	37.3%	0	→
2011 Region 1 Total	285	49.6%	14.8%	35.6%	0	→
2010 Region 1 Total	252	42.7%	20.0%	37.3%	0	

# Environmental Protection Agency

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### 1st Level Trend Report

#### My Work Experience (continued)

##### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,209	56.5%	16.7%	26.8%	720	
2014 Environmental Protection Agency	3,826	49.9%	19.0%	31.1%	8	
<b>2014 Region 1 Total</b>	<b>134</b>	<b>49.3%</b>	<b>17.4%</b>	<b>33.3%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	137	54.8%	13.1%	32.1%	0	↘
2012 Region 1 Total	303	63.1%	16.9%	20.0%	0	→
2011 Region 1 Total	285	58.3%	19.0%	22.7%	0	→
2010 Region 1 Total	252	58.8%	21.7%	19.6%	0	

##### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,178	56.5%	17.2%	26.3%	1,880	
2014 Environmental Protection Agency	3,692	52.6%	16.6%	30.8%	14	
<b>2014 Region 1 Total</b>	<b>129</b>	<b>55.9%</b>	<b>14.7%</b>	<b>29.4%</b>	<b>1</b>	<b>→</b>
2013 Region 1 Total	134	56.0%	12.3%	31.7%	0	↘
2012 Region 1 Total	300	66.2%	12.7%	21.2%	0	↗
2011 Region 1 Total	280	60.5%	18.0%	21.5%	1	→
2010 Region 1 Total	250	59.1%	21.0%	19.8%	1	

##### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,298	81.9%	10.7%	7.4%	1,540	
2014 Environmental Protection Agency	3,832	80.8%	11.6%	7.6%	12	
<b>2014 Region 1 Total</b>	<b>134</b>	<b>83.8%</b>	<b>9.4%</b>	<b>6.8%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	136	85.9%	9.6%	4.5%	3	→
2012 Region 1 Total	304	88.6%	8.0%	3.4%	0	→
2011 Region 1 Total	284	86.4%	8.2%	5.4%	0	→
2010 Region 1 Total	252	85.1%	10.6%	4.3%	0	

# Environmental Protection Agency

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#### My Work Experience (continued)

##### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	384,209	89.6%	7.1%	3.3%	1,147	
2014 Environmental Protection Agency	3,791	85.0%	10.8%	4.2%	11	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>90.1%</b>	<b>9.1%</b>	<b>0.9%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	138	89.3%	8.4%	2.3%	1	→
2012 Region 1 Total	302	91.7%	7.3%	1.0%	1	→
2011 Region 1 Total	285	90.0%	7.8%	2.2%	0	→
2010 Region 1 Total	248	91.7%	5.7%	2.6%	1	

##### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,314	65.6%	14.3%	20.1%	1,736	
2014 Environmental Protection Agency	3,832	68.0%	13.9%	18.1%	12	
<b>2014 Region 1 Total</b>	<b>134</b>	<b>83.3%</b>	<b>6.1%</b>	<b>10.6%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	139	85.4%	5.4%	9.2%	0	↗
2012 Region 1 Total	304	79.4%	7.6%	13.0%	0	→
2011 Region 1 Total	285	76.8%	13.4%	9.8%	0	→
2010 Region 1 Total	252	77.1%	11.1%	11.8%	0	

##### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,888	68.2%	14.9%	16.9%	4,845	
2014 Environmental Protection Agency	3,815	66.7%	16.7%	16.6%	29	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>67.2%</b>	<b>17.4%</b>	<b>15.5%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	139	68.4%	20.5%	11.1%	0	→
2012 Region 1 Total	303	73.1%	15.6%	11.3%	1	↗
2011 Region 1 Total	284	68.7%	16.7%	14.5%	1	→
2010 Region 1 Total	251	68.7%	18.6%	12.7%	0	

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#### My Work Experience (continued)

##### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	387,980	81.1%	12.5%	6.4%	1,810	
2014 Environmental Protection Agency	3,830	80.3%	13.5%	6.1%	22	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>84.8%</b>	<b>11.3%</b>	<b>3.9%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	137	81.2%	14.5%	4.3%	2	→
2012 Region 1 Total	302	83.8%	13.9%	2.4%	1	→
2011 Region 1 Total	283	83.0%	12.1%	4.9%	0	→
2010 Region 1 Total	250	82.1%	14.8%	3.2%	0	

##### 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	373,094	60.3%	19.3%	20.4%	16,950	
2014 Environmental Protection Agency	3,532	58.3%	21.3%	20.4%	312	
<b>2014 Region 1 Total</b>	<b>127</b>	<b>73.4%</b>	<b>17.5%</b>	<b>9.1%</b>	<b>8</b>	<b>→</b>
2013 Region 1 Total	125	70.9%	23.1%	6.0%	13	→
2012 Region 1 Total	277	67.6%	22.6%	9.8%	27	→
2011 Region 1 Total	269	65.3%	25.0%	9.7%	15	→
2010 Region 1 Total	234	65.1%	27.3%	7.6%	17	

##### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,903	49.6%	23.8%	26.5%	4,288	
2014 Environmental Protection Agency	3,812	39.8%	24.6%	35.6%	39	
<b>2014 Region 1 Total</b>	<b>134</b>	<b>42.6%</b>	<b>18.0%</b>	<b>39.4%</b>	<b>1</b>	<b>→</b>
2013 Region 1 Total	136	39.8%	19.4%	40.8%	2	→
2012 Region 1 Total	300	43.2%	23.8%	33.0%	2	→
2011 Region 1 Total	280	45.6%	23.8%	30.6%	5	↗
2010 Region 1 Total	246	39.4%	28.1%	32.5%	4	



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#### My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	382,953	67.5%	14.6%	18.0%	8,987	
2014 Environmental Protection Agency	3,807	56.9%	17.8%	25.2%	53	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>62.1%</b>	<b>18.4%</b>	<b>19.5%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	135	57.3%	16.7%	26.0%	3	→
2012 Region 1 Total	296	64.8%	18.4%	16.8%	8	↗
2011 Region 1 Total	285	57.1%	21.2%	21.7%	0	→
2010 Region 1 Total	251	57.6%	20.4%	22.0%	1	

#### My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,426	72.1%	14.2%	13.8%	
2014 Environmental Protection Agency	3,852	75.7%	12.6%	11.7%	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>79.8%</b>	<b>9.4%</b>	<b>10.8%</b>	<b>→</b>
2013 Region 1 Total	139	83.8%	9.4%	6.8%	→
2012 Region 1 Total	304	80.2%	12.8%	7.0%	→
2011 Region 1 Total	278	81.7%	9.9%	8.4%	→
2010 Region 1 Total	248	80.1%	10.7%	9.2%	

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	376,727	40.6%	26.4%	33.0%	14,985	
2014 Environmental Protection Agency	3,700	27.9%	23.7%	48.3%	155	
<b>2014 Region 1 Total</b>	<b>127</b>	<b>27.9%</b>	<b>19.4%</b>	<b>52.8%</b>	<b>8</b>	<b>→</b>
2013 Region 1 Total	132	30.5%	25.9%	43.6%	6	↘
2012 Region 1 Total	288	45.0%	25.7%	29.4%	16	→
2011 Region 1 Total	270	48.1%	25.8%	26.0%	15	→
2010 Region 1 Total	235	43.8%	29.0%	27.1%	17	

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### 1st Level Trend Report

#### My Work Unit (continued)

##### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	362,631	32.0%	28.7%	39.3%	26,462	
2014 Environmental Protection Agency	3,501	32.6%	25.9%	41.6%	332	
<b>2014 Region 1 Total</b>	<b>120</b>	<b>27.0%</b>	<b>24.5%</b>	<b>48.5%</b>	<b>14</b>	<b>→</b>
2013 Region 1 Total	127	24.6%	33.7%	41.7%	12	↘
2012 Region 1 Total	275	35.4%	33.3%	31.4%	29	→
2011 Region 1 Total	267	31.2%	33.6%	35.2%	18	→
2010 Region 1 Total	228	34.2%	32.6%	33.2%	24	

##### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,178	28.2%	26.9%	44.9%	35,600	
2014 Environmental Protection Agency	3,382	23.0%	28.7%	48.4%	461	
<b>2014 Region 1 Total</b>	<b>115</b>	<b>30.5%</b>	<b>22.4%</b>	<b>47.1%</b>	<b>20</b>	<b>→</b>
2013 Region 1 Total	122	24.4%	35.7%	39.9%	17	→
2012 Region 1 Total	263	30.5%	31.3%	38.2%	41	↗
2011 Region 1 Total	255	22.9%	31.0%	46.1%	30	→
2010 Region 1 Total	215	25.1%	29.9%	45.0%	37	

##### 24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	368,267	31.5%	28.4%	40.1%	22,310	
2014 Environmental Protection Agency	3,533	30.1%	26.8%	43.1%	315	
<b>2014 Region 1 Total</b>	<b>127</b>	<b>32.2%</b>	<b>31.6%</b>	<b>36.1%</b>	<b>8</b>	<b>→</b>
2013 Region 1 Total	127	40.2%	28.6%	31.1%	12	→
2012 Region 1 Total	278	38.8%	30.4%	30.8%	26	→
2011 Region 1 Total	259	37.7%	27.2%	35.1%	26	→
2010 Region 1 Total	231	35.7%	31.2%	33.1%	19	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Work Unit (continued)

##### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,099	38.0%	25.7%	36.3%	25,833	
2014 Environmental Protection Agency	3,467	39.4%	23.4%	37.3%	377	
<b>2014 Region 1 Total</b>	<b>125</b>	<b>49.6%</b>	<b>22.5%</b>	<b>28.0%</b>	<b>9</b>	<b>→</b>
2013 Region 1 Total	128	48.4%	24.7%	26.8%	11	→
2012 Region 1 Total	286	52.6%	22.1%	25.3%	16	→
2011 Region 1 Total	271	49.8%	24.9%	25.4%	14	→
2010 Region 1 Total	238	49.5%	25.9%	24.6%	13	

##### 26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,041	71.9%	14.6%	13.5%	1,704	
2014 Environmental Protection Agency	3,836	74.4%	12.4%	13.1%	19	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>76.1%</b>	<b>9.7%</b>	<b>14.1%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	137	78.1%	11.0%	10.9%	1	→
2012 Region 1 Total	300	76.3%	13.8%	9.9%	2	→
2011 Region 1 Total	282	76.1%	11.0%	12.9%	1	→
2010 Region 1 Total	250	71.1%	18.6%	10.3%	2	

##### 27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,813	50.8%	30.2%	19.0%	15,161	
2014 Environmental Protection Agency	3,675	41.5%	33.6%	24.9%	181	
<b>2014 Region 1 Total</b>	<b>129</b>	<b>49.8%</b>	<b>26.3%</b>	<b>23.9%</b>	<b>5</b>	<b>→</b>
2013 Region 1 Total	129	49.3%	34.5%	16.2%	10	→
2012 Region 1 Total	283	51.2%	33.8%	15.0%	19	→
2011 Region 1 Total	273	52.2%	32.9%	14.9%	11	↗
2010 Region 1 Total	239	44.7%	37.7%	17.7%	13	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,716	81.8%	14.6%	3.6%	
2014 Environmental Protection Agency	3,851	84.8%	13.2%	2.0%	
<b>2014 Region 1 Total</b>	<b>135</b>	<b>88.5%</b>	<b>10.8%</b>	<b>0.7%</b>	<b>→</b>
2013 Region 1 Total	139	92.4%	6.8%	0.8%	→
2012 Region 1 Total	302	92.7%	6.0%	1.4%	↗
2011 Region 1 Total	285	88.7%	9.5%	1.8%	→
2010 Region 1 Total	251	89.6%	9.6%	0.9%	

#### My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,647	68.5%	18.3%	13.2%	7,045	
2014 Environmental Protection Agency	3,684	63.3%	18.9%	17.8%	111	
<b>2014 Region 1 Total</b>	<b>130</b>	<b>72.0%</b>	<b>16.4%</b>	<b>11.6%</b>	<b>4</b>	<b>→</b>
2013 Region 1 Total	133	71.5%	17.0%	11.5%	5	→
2012 Region 1 Total	291	78.0%	13.3%	8.7%	7	→
2011 Region 1 Total	278	74.2%	15.1%	10.7%	2	→
2010 Region 1 Total	245	75.1%	15.6%	9.3%	5	

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,805	41.9%	25.7%	32.4%	8,728	
2014 Environmental Protection Agency	3,697	36.7%	24.6%	38.7%	101	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>47.1%</b>	<b>27.9%</b>	<b>25.0%</b>	<b>2</b>	<b>→</b>
2013 Region 1 Total	131	51.4%	26.0%	22.6%	7	→
2012 Region 1 Total	290	56.4%	24.1%	19.6%	9	→
2011 Region 1 Total	276	55.1%	21.6%	23.3%	5	→
2010 Region 1 Total	243	53.6%	30.4%	16.0%	5	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Agency (continued)

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,902	44.6%	24.2%	31.2%	7,530	
2014 Environmental Protection Agency	3,701	48.6%	23.0%	28.4%	76	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>58.8%</b>	<b>21.2%</b>	<b>19.9%</b>	<b>3</b>	<b>→</b>
2013 Region 1 Total	135	60.1%	21.2%	18.7%	3	→
2012 Region 1 Total	294	65.5%	21.7%	12.8%	4	→
2011 Region 1 Total	278	64.1%	22.3%	13.6%	3	→
2010 Region 1 Total	242	63.2%	24.9%	11.8%	5	

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	371,008	34.8%	29.5%	35.7%	12,026	
2014 Environmental Protection Agency	3,665	40.4%	26.5%	33.0%	108	
<b>2014 Region 1 Total</b>	<b>133</b>	<b>50.8%</b>	<b>21.0%</b>	<b>28.1%</b>	<b>1</b>	<b>→</b>
2013 Region 1 Total	135	45.4%	27.7%	27.0%	3	↘
2012 Region 1 Total	295	53.3%	27.5%	19.2%	3	→
2011 Region 1 Total	275	52.9%	24.1%	23.0%	6	→
2010 Region 1 Total	244	51.1%	29.7%	19.2%	5	

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,757	19.6%	26.5%	54.0%	25,095	
2014 Environmental Protection Agency	3,462	15.4%	25.3%	59.3%	308	
<b>2014 Region 1 Total</b>	<b>123</b>	<b>14.1%</b>	<b>27.0%</b>	<b>58.9%</b>	<b>11</b>	<b>→</b>
2013 Region 1 Total	128	13.3%	35.2%	51.5%	9	→
2012 Region 1 Total	269	16.2%	29.7%	54.1%	28	→
2011 Region 1 Total	263	17.0%	25.5%	57.5%	18	→
2010 Region 1 Total	232	15.7%	34.0%	50.3%	18	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,225	55.5%	29.2%	15.4%	29,633	
2014 Environmental Protection Agency	3,558	59.2%	23.8%	17.0%	238	
<b>2014 Region 1 Total</b>	<b>123</b>	<b>65.4%</b>	<b>24.3%</b>	<b>10.4%</b>	<b>10</b>	<b>→</b>
2013 Region 1 Total	126	67.9%	24.2%	7.9%	12	→
2012 Region 1 Total	286	66.7%	23.7%	9.7%	11	→
2011 Region 1 Total	276	70.9%	21.0%	8.2%	4	→
2010 Region 1 Total	237	67.5%	22.7%	9.8%	11	

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,670	76.0%	13.7%	10.4%	5,777	
2014 Environmental Protection Agency	3,709	83.3%	11.6%	5.0%	83	
<b>2014 Region 1 Total</b>	<b>129</b>	<b>78.1%</b>	<b>11.4%</b>	<b>10.5%</b>	<b>5</b>	<b>→</b>
2013 Region 1 Total	134	82.6%	11.8%	5.6%	4	→
2012 Region 1 Total	292	82.5%	11.8%	5.7%	5	→
2011 Region 1 Total	279	85.0%	10.4%	4.7%	3	→
2010 Region 1 Total	241	87.0%	10.1%	2.9%	5	

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,944	76.0%	14.4%	9.6%	5,237	
2014 Environmental Protection Agency	3,726	75.5%	16.5%	8.0%	62	
<b>2014 Region 1 Total</b>	<b>129</b>	<b>68.5%</b>	<b>20.9%</b>	<b>10.6%</b>	<b>5</b>	<b>→</b>
2013 Region 1 Total	135	76.1%	14.1%	9.8%	2	→
2012 Region 1 Total	294	77.6%	17.3%	5.0%	3	→
2011 Region 1 Total	274	81.3%	14.9%	3.8%	3	→
2010 Region 1 Total	247	84.5%	12.2%	3.3%	2	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Agency (continued)

#### 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	361,372	50.3%	23.1%	26.5%	21,762	
2014 Environmental Protection Agency	3,499	50.8%	22.6%	26.6%	289	
<b>2014 Region 1 Total</b>	<b>121</b>	<b>64.8%</b>	<b>19.2%</b>	<b>16.0%</b>	<b>13</b>	<b>→</b>
2013 Region 1 Total	128	56.2%	26.6%	17.2%	10	↘
2012 Region 1 Total	273	64.7%	17.8%	17.5%	26	↗
2011 Region 1 Total	257	58.0%	26.4%	15.6%	23	→
2010 Region 1 Total	225	61.9%	23.7%	14.4%	25	

#### 38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	347,433	65.2%	20.2%	14.6%	33,840	
2014 Environmental Protection Agency	3,290	65.9%	19.4%	14.7%	480	
<b>2014 Region 1 Total</b>	<b>116</b>	<b>79.1%</b>	<b>11.0%</b>	<b>9.9%</b>	<b>17</b>	<b>↗</b>
2013 Region 1 Total	120	69.5%	23.0%	7.5%	18	→
2012 Region 1 Total	264	72.0%	16.7%	11.2%	32	→
2011 Region 1 Total	250	69.4%	20.8%	9.8%	30	→
2010 Region 1 Total	219	68.3%	20.4%	11.3%	30	

#### 39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,864	73.0%	18.2%	8.8%	7,407	
2014 Environmental Protection Agency	3,729	67.3%	22.2%	10.5%	61	
<b>2014 Region 1 Total</b>	<b>134</b>	<b>77.4%</b>	<b>12.0%</b>	<b>10.6%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	134	75.5%	17.2%	7.3%	3	↘
2012 Region 1 Total	296	82.0%	12.0%	6.0%	2	→
2011 Region 1 Total	275	85.2%	9.6%	5.1%	5	→
2010 Region 1 Total	247	80.6%	16.4%	2.9%	2	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Agency (continued)

##### 40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	383,760	62.1%	21.6%	16.4%	
2014 Environmental Protection Agency	3,793	62.6%	20.4%	16.9%	
<b>2014 Region 1 Total</b>	<b>133</b>	<b>77.1%</b>	<b>14.9%</b>	<b>7.9%</b>	<b>→</b>
2013 Region 1 Total	137	77.8%	14.4%	7.8%	↘
2012 Region 1 Total	296	86.0%	11.5%	2.5%	→
2011 Region 1 Total	281	84.8%	11.5%	3.6%	→
2010 Region 1 Total	249	84.3%	12.8%	3.0%	

##### 41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	350,655	38.1%	28.5%	33.4%	33,370	
2014 Environmental Protection Agency	3,400	37.6%	29.5%	32.8%	395	
<b>2014 Region 1 Total</b>	<b>115</b>	<b>44.5%</b>	<b>28.5%</b>	<b>27.0%</b>	<b>19</b>	<b>→</b>
2013 Region 1 Total	124	33.6%	40.1%	26.3%	14	↘
2012 Region 1 Total	267	47.9%	31.5%	20.6%	31	→
2011 Region 1 Total	254	43.5%	32.0%	24.6%	28	→
2010 Region 1 Total	213	43.3%	38.3%	18.4%	37	

#### My Supervisor

##### 42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,621	77.3%	11.5%	11.2%	2,306	
2014 Environmental Protection Agency	3,759	84.4%	8.6%	7.0%	28	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>88.1%</b>	<b>7.1%</b>	<b>4.8%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	136	91.6%	6.0%	2.4%	2	→
2012 Region 1 Total	293	89.4%	5.7%	4.9%	3	→
2011 Region 1 Total	278	90.0%	5.8%	4.3%	0	→
2010 Region 1 Total	248	86.9%	8.3%	4.7%	0	



# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Supervisor (continued)

#### 43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,066	64.3%	17.9%	17.8%	2,012	
2014 Environmental Protection Agency	3,773	68.7%	14.8%	16.5%	9	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>64.5%</b>	<b>18.6%</b>	<b>16.9%</b>	<b>0</b>	<b>→</b>
2013 Region 1 Total	138	67.9%	18.8%	13.3%	0	→
2012 Region 1 Total	296	69.4%	17.4%	13.2%	0	→
2011 Region 1 Total	278	71.0%	12.9%	16.2%	0	→
2010 Region 1 Total	248	64.0%	21.0%	15.0%	0	

#### 44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,309	61.6%	19.2%	19.2%	4,317	
2014 Environmental Protection Agency	3,728	62.9%	17.7%	19.4%	33	
<b>2014 Region 1 Total</b>	<b>128</b>	<b>66.7%</b>	<b>14.9%</b>	<b>18.4%</b>	<b>2</b>	<b>→</b>
2013 Region 1 Total	136	65.8%	21.0%	13.2%	2	→
2012 Region 1 Total	293	70.2%	17.1%	12.6%	3	↗
2011 Region 1 Total	277	63.3%	22.0%	14.7%	0	→
2010 Region 1 Total	248	61.3%	21.0%	17.7%	0	

#### 45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	349,672	66.2%	23.1%	10.7%	31,868	
2014 Environmental Protection Agency	3,333	68.5%	22.7%	8.8%	444	
<b>2014 Region 1 Total</b>	<b>111</b>	<b>73.7%</b>	<b>20.5%</b>	<b>5.7%</b>	<b>20</b>	<b>→</b>
2013 Region 1 Total	118	68.0%	24.1%	7.8%	19	→
2012 Region 1 Total	265	72.2%	21.9%	5.9%	31	→
2011 Region 1 Total	256	69.2%	26.0%	4.8%	21	→
2010 Region 1 Total	219	67.1%	27.1%	5.7%	28	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Supervisor (continued)

##### 46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	379,197	60.5%	20.4%	19.1%	2,159	
2014 Environmental Protection Agency	3,747	60.8%	20.5%	18.7%	22	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>60.1%</b>	<b>21.4%</b>	<b>18.5%</b>	<b>1</b>	<b>→</b>
2013 Region 1 Total	136	61.7%	19.3%	19.0%	1	→
2012 Region 1 Total	295	63.8%	22.0%	14.1%	1	→
2011 Region 1 Total	278	63.8%	19.3%	16.8%	0	→
2010 Region 1 Total	248	57.6%	27.6%	14.8%	0	

##### 47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,678	63.1%	19.3%	17.6%	6,028	
2014 Environmental Protection Agency	3,705	65.7%	19.1%	15.2%	78	
<b>2014 Region 1 Total</b>	<b>129</b>	<b>57.8%</b>	<b>24.3%</b>	<b>17.9%</b>	<b>2</b>	<b>→</b>
2013 Region 1 Total	136	64.6%	20.0%	15.4%	2	→
2012 Region 1 Total	293	65.8%	20.2%	14.0%	2	→
2011 Region 1 Total	273	64.6%	18.3%	17.1%	3	↗
2010 Region 1 Total	248	57.8%	27.4%	14.9%	1	

##### 48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,761	75.0%	12.7%	12.2%	
2014 Environmental Protection Agency	3,779	79.9%	9.8%	10.2%	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>82.2%</b>	<b>10.6%</b>	<b>7.2%</b>	<b>→</b>
2013 Region 1 Total	138	84.7%	7.9%	7.4%	→
2012 Region 1 Total	297	87.3%	7.6%	5.1%	→
2011 Region 1 Total	277	83.4%	10.4%	6.2%	→
2010 Region 1 Total	249	81.0%	10.7%	8.3%	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Supervisor (continued)

##### 49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,603	80.2%	10.6%	9.2%	
2014 Environmental Protection Agency	3,777	83.4%	8.6%	8.0%	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>88.8%</b>	<b>6.0%</b>	<b>5.2%</b>	<b>→</b>
2013 Region 1 Total	136	84.5%	9.4%	6.1%	↘
2012 Region 1 Total	297	92.6%	3.1%	4.3%	↗
2011 Region 1 Total	277	86.7%	7.4%	5.9%	→
2010 Region 1 Total	247	86.3%	9.0%	4.7%	

##### 50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,812	77.3%	10.3%	12.4%	
2014 Environmental Protection Agency	3,773	88.1%	6.6%	5.3%	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>91.8%</b>	<b>7.1%</b>	<b>1.2%</b>	<b>→</b>
2013 Region 1 Total	138	87.6%	10.2%	2.2%	→
2012 Region 1 Total	296	87.9%	5.4%	6.7%	→
2011 Region 1 Total	278	88.2%	5.4%	6.5%	→
2010 Region 1 Total	248	86.4%	6.2%	7.4%	

##### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,967	65.4%	17.2%	17.4%	
2014 Environmental Protection Agency	3,775	67.7%	15.8%	16.5%	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>74.0%</b>	<b>15.7%</b>	<b>10.3%</b>	<b>→</b>
2013 Region 1 Total	138	75.8%	16.6%	7.5%	→
2012 Region 1 Total	296	80.3%	11.4%	8.3%	↗
2011 Region 1 Total	278	77.1%	13.4%	9.5%	↗
2010 Region 1 Total	248	71.8%	16.6%	11.6%	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,129	68.9%	18.6%	12.5%	
2014 Environmental Protection Agency	3,777	71.3%	18.6%	10.1%	
<b>2014 Region 1 Total</b>	<b>132</b>	<b>80.2%</b>	<b>12.4%</b>	<b>7.5%</b>	<b>→</b>
2013 Region 1 Total	138	75.3%	18.9%	5.8%	→
2012 Region 1 Total	296	81.5%	13.7%	4.8%	→
2011 Region 1 Total	277	77.2%	15.3%	7.5%	→
2010 Region 1 Total	246	75.2%	17.9%	6.9%	

#### Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,179	37.5%	25.2%	37.3%	6,901	
2014 Environmental Protection Agency	3,719	31.3%	25.9%	42.8%	48	
<b>2014 Region 1 Total</b>	<b>129</b>	<b>38.0%</b>	<b>29.5%</b>	<b>32.5%</b>	<b>2</b>	<b>→</b>
2013 Region 1 Total	136	41.3%	29.4%	29.3%	1	→
2012 Region 1 Total	291	44.6%	28.4%	27.0%	4	→
2011 Region 1 Total	273	43.9%	26.5%	29.6%	2	→
2010 Region 1 Total	243	40.7%	35.0%	24.3%	3	

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,007	49.5%	25.5%	25.0%	22,553	
2014 Environmental Protection Agency	3,534	45.2%	26.3%	28.5%	231	
<b>2014 Region 1 Total</b>	<b>121</b>	<b>61.0%</b>	<b>22.4%</b>	<b>16.7%</b>	<b>11</b>	<b>→</b>
2013 Region 1 Total	129	68.7%	21.6%	9.7%	7	→
2012 Region 1 Total	282	70.3%	18.3%	11.4%	12	↗
2011 Region 1 Total	265	64.9%	25.2%	9.9%	11	→
2010 Region 1 Total	231	65.8%	26.4%	7.8%	13	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Leadership (continued)

##### 55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,441	63.1%	22.9%	14.0%	21,209	
2014 Environmental Protection Agency	3,432	60.3%	23.2%	16.5%	308	
<b>2014 Region 1 Total</b>	<b>112</b>	<b>72.3%</b>	<b>18.9%</b>	<b>8.8%</b>	<b>19</b>	<b>→</b>
2013 Region 1 Total	123	68.3%	23.2%	8.5%	13	→
2012 Region 1 Total	273	68.2%	23.0%	8.7%	21	→
2011 Region 1 Total	260	67.5%	25.0%	7.5%	16	→
2010 Region 1 Total	227	69.3%	25.7%	4.9%	19	

##### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,472	58.2%	21.5%	20.3%	4,914	
2014 Environmental Protection Agency	3,714	55.6%	22.2%	22.2%	39	
<b>2014 Region 1 Total</b>	<b>128</b>	<b>62.3%</b>	<b>25.0%</b>	<b>12.7%</b>	<b>3</b>	<b>→</b>
2013 Region 1 Total	133	59.8%	26.2%	14.0%	3	→
2012 Region 1 Total	292	63.7%	23.5%	12.8%	2	→
2011 Region 1 Total	275	65.0%	20.4%	14.6%	1	→
2010 Region 1 Total	246	67.9%	23.3%	8.8%	1	

##### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	351,864	58.0%	25.2%	16.8%	25,427	
2014 Environmental Protection Agency	3,451	56.2%	26.0%	17.7%	307	
<b>2014 Region 1 Total</b>	<b>119</b>	<b>64.7%</b>	<b>23.7%</b>	<b>11.6%</b>	<b>13</b>	<b>→</b>
2013 Region 1 Total	124	65.7%	24.6%	9.7%	12	→
2012 Region 1 Total	274	61.4%	28.1%	10.4%	19	↘
2011 Region 1 Total	256	67.9%	19.8%	12.3%	19	→
2010 Region 1 Total	236	70.3%	22.7%	7.1%	10	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Leadership (continued)

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,473	49.9%	23.9%	26.2%	13,214	
2014 Environmental Protection Agency	3,656	48.1%	22.3%	29.6%	104	
<b>2014 Region 1 Total</b>	<b>126</b>	<b>56.7%</b>	<b>19.3%</b>	<b>24.0%</b>	<b>5</b>	<b>→</b>
2013 Region 1 Total	131	46.6%	29.8%	23.6%	4	→
2012 Region 1 Total	289	48.8%	24.3%	26.9%	5	→
2011 Region 1 Total	266	50.7%	21.2%	28.1%	8	→
2010 Region 1 Total	239	53.3%	24.5%	22.2%	6	

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,241	53.5%	24.0%	22.5%	13,338	
2014 Environmental Protection Agency	3,655	54.8%	22.0%	23.2%	105	
<b>2014 Region 1 Total</b>	<b>125</b>	<b>58.1%</b>	<b>19.6%</b>	<b>22.3%</b>	<b>7</b>	<b>→</b>
2013 Region 1 Total	130	57.0%	24.9%	18.1%	6	→
2012 Region 1 Total	287	58.4%	21.3%	20.3%	7	→
2011 Region 1 Total	268	53.6%	25.2%	21.1%	8	→
2010 Region 1 Total	239	59.2%	23.0%	17.8%	7	

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	355,344	56.0%	24.5%	19.4%	22,457	
2014 Environmental Protection Agency	3,597	56.5%	25.3%	18.2%	157	
<b>2014 Region 1 Total</b>	<b>123</b>	<b>68.6%</b>	<b>20.2%</b>	<b>11.2%</b>	<b>9</b>	<b>→</b>
2013 Region 1 Total	130	64.2%	24.7%	11.1%	6	→
2012 Region 1 Total	285	64.6%	23.4%	12.0%	9	→
2011 Region 1 Total	269	61.2%	27.6%	11.2%	6	↘
2010 Region 1 Total	231	68.5%	23.7%	7.8%	15	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Leadership (continued)

##### 61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,771	50.1%	25.1%	24.9%	5,069	
2014 Environmental Protection Agency	3,727	44.6%	26.0%	29.5%	33	
<b>2014 Region 1 Total</b>	<b>126</b>	<b>56.2%</b>	<b>22.4%</b>	<b>21.4%</b>	<b>4</b>	<b>→</b>
2013 Region 1 Total	135	59.5%	21.9%	18.6%	1	→
2012 Region 1 Total	294	61.9%	20.4%	17.7%	0	→
2011 Region 1 Total	276	60.2%	20.9%	18.9%	1	→
2010 Region 1 Total	244	56.4%	27.2%	16.4%	1	

##### 62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	342,150	52.3%	28.3%	19.4%	35,524	
2014 Environmental Protection Agency	3,456	60.8%	25.4%	13.8%	305	
<b>2014 Region 1 Total</b>	<b>115</b>	<b>71.4%</b>	<b>22.9%</b>	<b>5.7%</b>	<b>17</b>	<b>→</b>
2013 Region 1 Total	127	77.4%	17.2%	5.5%	9	→
2012 Region 1 Total	272	72.7%	19.8%	7.5%	21	→
2011 Region 1 Total	259	69.8%	22.6%	7.6%	15	↗
2010 Region 1 Total	225	65.1%	27.2%	7.7%	23	

#### My Satisfaction

##### 63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,988	48.4%	24.0%	27.6%	
2014 Environmental Protection Agency	3,747	49.0%	22.6%	28.5%	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>53.1%</b>	<b>28.3%</b>	<b>18.6%</b>	<b>→</b>
2013 Region 1 Total	136	57.4%	21.7%	20.9%	↘
2012 Region 1 Total	292	66.1%	18.4%	15.5%	→
2011 Region 1 Total	277	61.1%	21.2%	17.7%	→
2010 Region 1 Total	246	59.1%	25.2%	15.7%	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,120	45.6%	24.5%	29.9%	
2014 Environmental Protection Agency	3,745	42.3%	24.2%	33.4%	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>54.1%</b>	<b>19.3%</b>	<b>26.6%</b>	<b>→</b>
2013 Region 1 Total	136	52.2%	23.0%	24.8%	→
2012 Region 1 Total	290	52.2%	26.4%	21.4%	→
2011 Region 1 Total	277	49.8%	25.0%	25.2%	→
2010 Region 1 Total	247	53.8%	29.0%	17.2%	

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	373,823	44.6%	24.5%	31.0%	
2014 Environmental Protection Agency	3,729	45.7%	24.6%	29.7%	
<b>2014 Region 1 Total</b>	<b>130</b>	<b>52.2%</b>	<b>28.5%</b>	<b>19.3%</b>	<b>→</b>
2013 Region 1 Total	135	57.5%	24.2%	18.2%	→
2012 Region 1 Total	289	59.4%	22.6%	18.0%	→
2011 Region 1 Total	276	60.9%	21.7%	17.5%	↗
2010 Region 1 Total	246	54.8%	30.1%	15.1%	

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,396	39.6%	30.4%	30.0%	
2014 Environmental Protection Agency	3,739	33.7%	32.1%	34.3%	
<b>2014 Region 1 Total</b>	<b>130</b>	<b>44.2%</b>	<b>29.8%</b>	<b>26.0%</b>	<b>→</b>
2013 Region 1 Total	136	45.9%	32.2%	21.9%	→
2012 Region 1 Total	289	49.5%	31.4%	19.1%	→
2011 Region 1 Total	276	47.6%	29.9%	22.5%	↗
2010 Region 1 Total	247	43.2%	39.3%	17.5%	



# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Satisfaction (continued)

##### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,391	33.1%	28.1%	38.8%	
2014 Environmental Protection Agency	3,745	26.5%	29.4%	44.1%	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>29.8%</b>	<b>22.5%</b>	<b>47.7%</b>	<b>→</b>
2013 Region 1 Total	136	28.6%	22.8%	48.6%	→
2012 Region 1 Total	292	26.7%	34.9%	38.5%	→
2011 Region 1 Total	274	31.2%	32.0%	36.8%	→
2010 Region 1 Total	246	30.7%	29.0%	40.3%	

##### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,483	49.8%	24.3%	25.9%	
2014 Environmental Protection Agency	3,742	43.0%	28.6%	28.3%	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>36.1%</b>	<b>29.6%</b>	<b>34.3%</b>	<b>→</b>
2013 Region 1 Total	135	38.8%	24.5%	36.6%	→
2012 Region 1 Total	292	46.1%	30.4%	23.4%	→
2011 Region 1 Total	277	44.6%	31.7%	23.7%	→
2010 Region 1 Total	245	42.0%	36.1%	21.9%	

##### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,286	64.1%	18.6%	17.3%	
2014 Environmental Protection Agency	3,737	61.0%	19.5%	19.5%	
<b>2014 Region 1 Total</b>	<b>130</b>	<b>68.9%</b>	<b>20.4%</b>	<b>10.7%</b>	<b>→</b>
2013 Region 1 Total	135	74.9%	15.9%	9.1%	→
2012 Region 1 Total	292	81.5%	11.3%	7.2%	→
2011 Region 1 Total	274	80.8%	12.0%	7.3%	→
2010 Region 1 Total	245	78.3%	14.9%	6.8%	

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### My Satisfaction (continued)

##### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,805	55.8%	17.9%	26.3%	
2014 Environmental Protection Agency	3,742	62.4%	16.5%	21.1%	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>56.7%</b>	<b>16.5%</b>	<b>26.8%</b>	<b>→</b>
2013 Region 1 Total	136	59.0%	12.7%	28.4%	↘
2012 Region 1 Total	292	65.5%	19.6%	14.9%	→
2011 Region 1 Total	276	65.2%	17.7%	17.1%	↘
2010 Region 1 Total	245	74.7%	15.1%	10.2%	

##### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,127	54.5%	22.8%	22.7%	
2014 Environmental Protection Agency	3,747	52.1%	23.6%	24.3%	
<b>2014 Region 1 Total</b>	<b>131</b>	<b>59.5%</b>	<b>23.6%</b>	<b>16.9%</b>	<b>→</b>
2013 Region 1 Total	135	66.2%	15.5%	18.3%	↘
2012 Region 1 Total	290	77.0%	14.3%	8.7%	→
2011 Region 1 Total	274	76.4%	15.3%	8.3%	→
2010 Region 1 Total	246	78.0%	15.2%	6.8%	

#### Work/Life

##### 72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2014 Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
2014 Environmental Protection Agency	3,738	85.4%	3.3%	5.9%	5.4%
<b>2014 Region 1 Total</b>	<b>131</b>	<b>80.2%</b>	<b>6.5%</b>	<b>4.7%</b>	<b>8.5%</b>
2013 Region 1 Total	--	--	--	--	--
2012 Region 1 Total	--	--	--	--	--
2011 Region 1 Total	--	--	--	--	--
2010 Region 1 Total	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2014 Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
2014 Environmental Protection Agency	3,741	1.9%	39.1%	13.2%	22.5%
<b>2014 Region 1 Total</b>	<b>131</b>	<b>0.9%</b>	<b>44.1%</b>	<b>11.9%</b>	<b>27.7%</b>
2013 Region 1 Total	136	1.5%	37.8%	8.1%	33.9%
2012 Region 1 Total	290	1.4%	40.5%	8.6%	23.4%
2011 Region 1 Total	275	1.8%	33.4%	9.7%	30.7%
2010 Region 1 Total	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2014 Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
2014 Environmental Protection Agency	3,741	2.6%	2.3%	4.1%	14.2%
<b>2014 Region 1 Total</b>	<b>131</b>	<b>3.1%</b>	<b>1.9%</b>	<b>1.9%</b>	<b>8.5%</b>
2013 Region 1 Total	136	4.3%	1.5%	7.0%	5.8%
2012 Region 1 Total	290	5.0%	1.4%	7.9%	11.8%
2011 Region 1 Total	275	5.6%	1.0%	6.5%	11.3%
2010 Region 1 Total	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Work/Life (continued)

##### 74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2014 Governmentwide	372,726	33.0%	45.2%	21.8%
2014 Environmental Protection Agency	3,713	67.6%	29.9%	2.5%
<b>2014 Region 1 Total</b>	<b>130</b>	<b>61.9%</b>	<b>36.6%</b>	<b>1.6%</b>
2013 Region 1 Total	133	62.8%	36.2%	1.0%
2012 Region 1 Total	289	60.7%	37.1%	2.2%
2011 Region 1 Total	274	54.6%	42.2%	3.2%
2010 Region 1 Total	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

##### 75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2014 Governmentwide	371,495	28.0%	59.9%	12.2%
2014 Environmental Protection Agency	3,712	39.2%	57.7%	3.1%
<b>2014 Region 1 Total</b>	<b>129</b>	<b>44.8%</b>	<b>53.6%</b>	<b>1.6%</b>
2013 Region 1 Total	133	38.2%	61.4%	0.4%
2012 Region 1 Total	289	41.7%	54.6%	3.7%
2011 Region 1 Total	273	39.3%	58.5%	2.2%
2010 Region 1 Total	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

##### 76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2014 Governmentwide	368,151	14.3%	80.3%	5.4%
2014 Environmental Protection Agency	3,675	12.1%	85.2%	2.7%
<b>2014 Region 1 Total</b>	<b>125</b>	<b>15.0%</b>	<b>83.1%</b>	<b>1.9%</b>
2013 Region 1 Total	131	14.4%	84.4%	1.2%
2012 Region 1 Total	289	12.5%	86.5%	1.0%
2011 Region 1 Total	270	11.0%	88.7%	0.3%
2010 Region 1 Total	--	--	--	--

*\*This item is on a different response scale and is not included in the significance testing.*

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2014 Governmentwide	372,753	3.9%	78.7%	17.4%
2014 Environmental Protection Agency	3,728	4.1%	84.2%	11.7%
<b>2014 Region 1 Total</b>	<b>130</b>	<b>4.8%</b>	<b>84.2%</b>	<b>11.0%</b>
2013 Region 1 Total	135	1.8%	92.2%	6.0%
2012 Region 1 Total	286	3.2%	91.0%	5.8%
2011 Region 1 Total	270	1.8%	93.0%	5.2%
2010 Region 1 Total	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2014 Governmentwide	373,277	2.5%	79.8%	17.7%
2014 Environmental Protection Agency	3,729	3.1%	84.6%	12.3%
<b>2014 Region 1 Total</b>	<b>130</b>	<b>6.4%</b>	<b>85.1%</b>	<b>8.6%</b>
2013 Region 1 Total	135	5.6%	87.0%	7.4%
2012 Region 1 Total	289	3.5%	92.4%	4.1%
2011 Region 1 Total	269	3.1%	93.4%	3.4%
2010 Region 1 Total	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	167,341	76.6%	14.0%	9.5%	7,571	
2014 Environmental Protection Agency	2,878	81.5%	10.2%	8.3%	30	
<b>2014 Region 1 Total</b>	<b>110</b>	<b>82.1%</b>	<b>9.6%</b>	<b>8.3%</b>	<b>2</b>	<b>→</b>
2013 Region 1 Total	109	83.5%	8.7%	7.8%	2	→
2012 Region 1 Total	211	85.4%	8.0%	6.6%	2	→
2011 Region 1 Total	203	83.6%	10.1%	6.3%	4	--
2010 Region 1 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Work/Life (continued)

#### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	138,977	89.1%	7.5%	3.4%	3,202	
2014 Environmental Protection Agency	2,536	92.7%	4.9%	2.4%	22	
<b>2014 Region 1 Total</b>	<b>80</b>	<b>91.4%</b>	<b>6.0%</b>	<b>2.5%</b>	<b>1</b>	<b>→</b>
2013 Region 1 Total	81	97.7%	0.0%	2.3%	1	↗
2012 Region 1 Total	175	94.1%	4.0%	1.9%	1	→
2011 Region 1 Total	147	90.5%	7.6%	1.9%	2	--
2010 Region 1 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

#### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	100,599	79.5%	16.7%	3.8%	7,562	
2014 Environmental Protection Agency	1,349	84.1%	11.4%	4.5%	49	
<b>2014 Region 1 Total</b>	<b>57</b>	<b>76.7%</b>	<b>16.7%</b>	<b>6.5%</b>	<b>2</b>	<b>→</b>
2013 Region 1 Total	50	71.2%	28.8%	0.0%	3	↘
2012 Region 1 Total	118	87.3%	11.0%	1.7%	5	→
2011 Region 1 Total	107	85.7%	11.0%	3.3%	3	--
2010 Region 1 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

#### 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	52,178	74.1%	21.6%	4.3%	8,882	
2014 Environmental Protection Agency	435	74.7%	22.4%	2.9%	75	
<b>2014 Region 1 Total</b>	<b>18</b>	<b>64.0%</b>	<b>36.0%</b>	<b>0.0%</b>	<b>4</b>	<b>--</b>
2013 Region 1 Total	18	57.3%	38.0%	4.7%	4	--
2012 Region 1 Total	32	81.7%	15.6%	2.7%	7	→
2011 Region 1 Total	31	67.7%	25.6%	6.7%	3	--
2010 Region 1 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 1 Total

### 1st Level Trend Report

#### Work/Life (continued)

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	10,509	71.7%	23.9%	4.4%	4,356	
2014 Environmental Protection Agency	105	80.0%	17.8%	2.2%	56	
<b>2014 Region 1 Total</b>	<b>3</b>	<b>62.0%</b>	<b>38.0%</b>	<b>0.0%</b>	<b>2</b>	<b>--</b>
2013 Region 1 Total	1	100.0%	0.0%	0.0%	1	--
2012 Region 1 Total	7	44.0%	39.9%	16.2%	7	--
2011 Region 1 Total	5	60.2%	39.8%	0.0%	4	--
2010 Region 1 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	7,385	67.6%	29.5%	2.9%	3,459	
2014 Environmental Protection Agency	90	71.4%	27.2%	1.3%	38	
<b>2014 Region 1 Total</b>	<b>6</b>	<b>59.6%</b>	<b>40.4%</b>	<b>0.0%</b>	<b>2</b>	<b>--</b>
2013 Region 1 Total	5	19.6%	71.8%	8.6%	1	--
2012 Region 1 Total	7	54.8%	45.2%	0.0%	6	--
2011 Region 1 Total	10	59.1%	32.0%	8.9%	4	--
2010 Region 1 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 1 Total

### *1st Level Trend Report*

## Demographic Questions

### *Where do you work?*

	N	%
Headquarters	9	7.1%
Field	118	92.9%

### *What is your supervisory status?*

	N	%
Non-Supervisor	93	72.1%
Team Leader	13	10.1%
Supervisor	11	8.5%
Manager	5	3.9%
Senior Leader	7	5.4%

### *Are you:*

	N	%
Male	58	44.6%
Female	72	55.4%

### *Are you Hispanic or Latino?*

	N	%
Yes	5	3.9%
No	122	96.1%

### *Race*

	N	%
American Indian or Alaska Native	0	0.0%
Asian	3	2.4%
Black or African American	8	6.5%
Native Hawaiian or Other Pacific Islander	1	0.8%
White	109	88.6%
Two or more races (Not Hispanic or Latino)	2	1.6%



# Environmental Protection Agency

## Region 1 Total

### *1st Level Trend Report*

#### Demographic Questions (continued)

##### *What is the highest degree or level of education you have completed?*

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	1	0.8%
Trade or Technical Certificate	1	0.8%
Some College (no degree)	3	2.3%
Associate's Degree (e.g., AA, AS)	4	3.1%
Bachelor's Degree (e.g., BA, BS)	54	41.5%
Master's Degree (e.g., MA, MS, MBA)	43	33.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	24	18.5%

##### *What is your pay category/grade?*

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	0.8%
GS 7-12	37	28.5%
GS 13-15	87	66.9%
Senior Executive Service	4	3.1%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.8%

##### *How long have you been with the Federal Government (excluding military service)?*

	N	%
Less than 1 year	0	0.0%
1 to 3 years	8	6.2%
4 to 5 years	6	4.7%
6 to 10 years	9	7.0%
11 to 14 years	10	7.8%
15 to 20 years	17	13.2%
More than 20 years	79	61.2%

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#### Demographic Questions (continued)

*How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?*

	N	%
Less than 1 year	1	0.8%
1 to 3 years	7	5.4%
4 to 5 years	8	6.2%
6 to 10 years	9	6.9%
11 to 20 years	29	22.3%
More than 20 years	76	58.5%

*Are you considering leaving your organization within the next year, and if so, why?*

	N	%
No	103	79.8%
Yes, to retire	7	5.4%
Yes, to take another job within the Federal Government	9	7.0%
Yes, to take another job outside the Federal Government	5	3.9%
Yes, other	5	3.9%

*I am planning to retire:*

	N	%
Within one year	1	0.8%
Between one and three years	14	10.9%
Between three and five years	21	16.3%
Five or more years	93	72.1%

*Self-Identify as:*

	N	%
Heterosexual or Straight	92	77.3%
Gay, Lesbian, Bisexual, or Transgender	10	8.4%
I prefer not to say	17	14.3%

*What is your US military service status?*

	N	%
No Prior Military Service	122	94.6%
Currently in National Guard or Reserves	0	0.0%
Retired	1	0.8%
Separated or Discharged	6	4.7%

**Environmental Protection Agency**  
**Region 1 Total**  
*1st Level Trend Report*

**Demographic Questions** (continued)

***Are you an individual with a disability?***

	N	%
Yes	8	6.3%
No	119	93.7%

***What is your age group?***

	N	%
25 and under	2	1.5%
26-29	6	4.4%
30-39	16	11.9%
40-49	28	20.7%
50-59	58	43.0%
60 or older	25	18.5%